

BUSINESS EDUCATION
Sustainable
Performance

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WATTS BAR UNIT 2

First for the 21st

The TVA Board's vote to complete Watts Bar Nuclear Plant Unit 2 will result in the first "new" nuclear plant to come online in the United States in the 21st century. And its completion and operation supports TVA's mission in the key areas of energy, environment and economic development.

"Completing Unit 2 will put an existing asset to work for the region and help reduce the cost of power to our customers while providing safe, reliable and clean energy for the Valley," says Ashok Bhatnagar, senior vice president of Nuclear Generation Development & Construction, or NGDC.

TVA established NGDC in late April to manage all development and construction associated with nuclear power at TVA.

The board based its decision on results from four studies of Watts Bar 2 — a detailed scoping, estimating and planning, or DSEP, study; an environmental review; a power-supply assessment; and a financial and risk analysis.

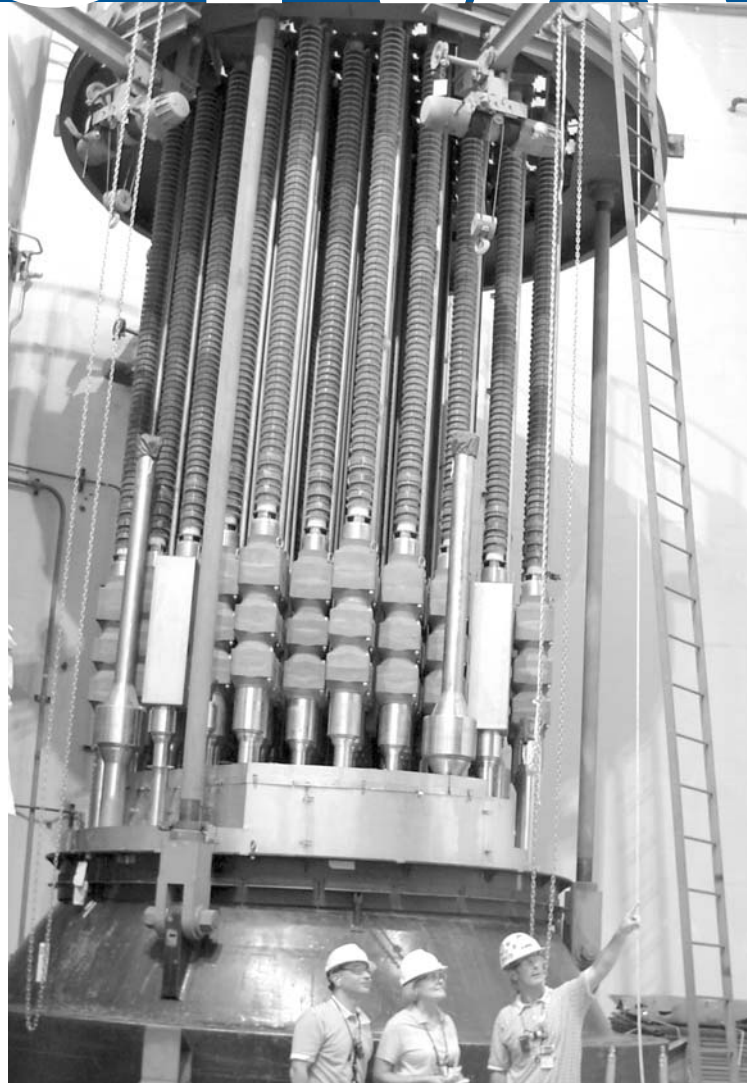
The Supplemental Environmental Impact Statement updated information from previous environmental studies associated with Watts Bar and determined there would be no significant environmental impacts due to the completion and operation of the second unit at the site. Adding Unit 2 to the generating portfolio also reduces TVA's overall carbon footprint.

Although TVA is striving to curtail growth in power demand by 1,200 megawatts in five years through energy efficiency and reductions in peak demand, TVA will still need the baseload power that Unit 2 will provide by 2013, says Terry Boston, executive vice president of Power System Operations. Boston led the power-supply study on Watts Bar 2.

Renewable energy sources in TVA's Green Power Switch program help meet TVA customers' electricity demand, but they cannot provide enough energy to meet the Tennessee Valley's load growth.

Bhatnagar says for Watts Bar Unit 2, TVA is implementing lessons learned from the Browns Ferry Unit 1 restart.

"A construction organization separate from TVA's Nuclear Power Group was created to avoid distractions for the staff of operating units," he says. "Another lesson we learned at Browns Ferry is to hire staff to support operating the unit sooner to ensure plenty of time for training."



Standing in front of the Watts Bar Nuclear Plant Unit 2 reactor-vessel head inside upper containment, Maintenance & Modifications Manager Brian Briody (right) points out the equipment-access closure hatch to Director Skila Harris during her recent tour through the plant with Masoud Bajestani, vice president of Watts Bar Unit 2.

Human Resources worked with line managers to develop a staffing plan that includes a timeline for the recruiting process. The timeline ensures recruiting begins at the right time to find trainees, college recruits, and experienced professionals to serve

See "Watts Bar 2" on page 2

what's new in employee news

CULTURAL HEALTH INDEX Aug. 13-27

The second of two Cultural Health Index surveys for this year is scheduled to be e-mailed to employees Aug. 13.

This survey will go to employees who were not included in the February CHI survey.

About 50 percent of randomly selected employees were given the opportunity to participate in the February survey, and now the remaining half will have a chance to offer their input on TVA's cultural health.

Those who receive the Aug. 13 survey will have two weeks — until Aug. 27 — to respond. Those who receive this survey are strongly encouraged to take the time to complete it.

The Cultural Health Index is an important ongoing effort at TVA. Not only is it specifically mentioned as an indicator in the TVA Strategic Plan, but it is a leading indicator for business performance.

Employees react to Watts Bar decision

Anytime you're making progress, it's a good thing, so it's a good thing the board approved it. — **Sanders Cooper, receptionist, TVA Police**



Sanders Cooper

Watts Bar 1 nuclear plants are the same design and have operated safely and reliably. Full speed ahead! — **Cleatus Rodgers, operations duty specialist, Power System Operations**



Cleatus Rodgers

Isaacs, industrial safety consultant, Watts Bar Nuclear Plant

I think it's wonderful. We'll need the power to meet our demand by 2013. — **Edith Walker, senior secretary, Corporate Responsibility & Diversity**



Edith Walker

Super! One concern I have is the socioeconomic impacts; a lot of things need to be done with more than 2,300 workers coming to the area. — **Dennis McCloud, program manager, Office of Environment & Research**



Dennis McCloud

I am excited at the announcement of the board's decision. We have a good team at Watts Bar, and I look forward to that team rising to meet the challenges associated with the completion and startup of a new unit. — **Betsy Eiford-Lee, manager, Chemistry/Environmental, Watts Bar**



Betsy Eiford-Lee

It's a great decision. It will help TVA cost-effectively serve our customers with reliable power, with little environmental concerns. — **John Gardner, manager, Transmission & Commercial Operations, PSO**



John Gardner

I think they made the right decision. The demand will keep growing even with energy conservation. And more and more people are moving into the Valley. — **Mark Lowe, civil engineer, Office of Environment & Research**



Mark Lowe

When I heard the news that the board approved the completion of WBN 2, I thought to myself, "it is about time."



Chad Isaacs

This is good for TVA, our customers and the environment. I hope other utility companies follow our path and start construction of more nuclear-power plants. — **Chad**

We need the energy. Sequoyah and

Inside TVA

Editor, **Nancy Cann**
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Photo Editor, **Cletus Mitchell**

CORRESPONDENTS

Suggestions for articles can be sent to the following correspondents:

NUCLEAR PLANTS:

Bellefonte, **Susan Gentle**
Browns Ferry, **Jason Huffine**
Sequoyah, **Terry Johnson**
Watts Bar,
Kay Whittenburg

FOSSIL PLANTS:

Allen, **Wavine Isaac**
Bull Run, **Mary Nolan**
Colbert, **Susan Shedd**
Cumberland,
Sue Beard
Gallatin, **Kriste Lanus**
John Sevier, **Norma Cato**
Johnsonville, **Glenda Killen**
Kingston, **Beth Jackson**
Paradise, **Beverly Morehead**
Shawnee, **Debby Abell**
Widows Creek, **Linda Mann**

RIVER OPERATIONS and
OFFICE OF ENVIRONMENT &
RESEARCH
Barbara Martocci

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End of third quarter: 5 of 9 measures on target

As of the end of June, five of the nine Winning Performance Balanced Scorecard measures remain on target. The forecast for Delivered Cost of Power Excluding FCA Costs is worse than its baseline target, but recovery is possible. (FCA stands for Fuel Cost Adjustment.)

The forecasts for Productivity, Environmental Impact and FCA Costs measures are not meeting their baseline targets, and recovery is unlikely.

The primary driver of the increase in FCA costs is the drought-related shortfall in hydro generation that has been replaced with higher-cost purchased electricity and coal and gas generation.

Meeting the Delivered Cost of Power Excluding FCA Costs measure is critical. "This measure carries a 20-percent weight because it represents TVA's ability to keep power affordable to the people of the Valley — and that's key to our mission," says Anda Ray, vice president, Enterprise Performance & Analysis.

"As employees, we can take steps to control costs and improve productivity. It's our response to achieving sustainable-performance improvements. It's about each one of us controlling costs such as material, travel, office supplies, labor and contractors.

"The flip side to cost control is to increase output by reducing cycle times, streamlining processes and doing our work more efficiently."

Achieving the target for this measure is still possible if TVA controls its costs, has an increase in power sales for the remainder of the summer and operates the generating fleet

with a minimal level of unplanned outages.

But what does it mean for year-end winning performance if only five of the nine measures are on target?

"Well, a grade of 55 percent clearly reflects the challenges we have faced this year, made worse by the drought conditions," says Ray. "Winning Performance is incen-

tive-based, aligned with the strategic priorities that TVA must meet to successfully carry out our mission. When TVA's performance results are met or exceeded, employees receive an incentive payout. Conversely, when TVA does not meet the goals defined in the scorecard, there is a reduced opportunity for payout. — CAROLYN MINTER

Winning Performance

TVA Balanced Scorecard for June 2007

	Weight	Status	Actual YTD	Plan YTD	Year-End Forecast	Target	G O A L S	Stretch
<i>People</i>								
• Safe Workplace** (Recordable injuries/hours worked)	10%	▲	1.31	1.82	1.82	1.82	1.56	1.30
• Productivity (\$/MWh sales)	10%	▼	10.18	9.81	9.75	9.47	9.42	9.37
<i>Customer</i>								
• Connection Point Interruptions (rate)	15%	▲	0.49	0.49	0.84	0.84	0.81	0.78
• Customer Satisfaction Survey* (percent satisfied)	10%	▲	86.8	82.3	87.5	82.0	84.0	86.0
• Economic Development (jobs + investments + job impact)	5%	▲	129	100	125	100	115	130
<i>Operations</i>								
• Equivalent Availability Factor	15%	▲	85.4	85.2	87.4	87.2	87.7	88.2
• Environmental Impact* (index)	10%	▼	74.9	67.1	92.4	65.2	58.3	50.6
<i>Financial</i>								
• Delivered Cost of Power Excluding FCA Costs	20%	➡	32.75	33.43	32.85	32.61	32.41	32.21
• FCA Costs (\$/MWh sales)	5%	▼	18.2	16.83	18.66	17.54	17.19	16.84

* Actuals reported quarterly

** Includes TVA and Staff Augmented Employees. Hearing events are excluded. Any TVA employee or staff augmentation contractor fatality will prevent payout for this indicator at the TVA level as well as affected SBU/BU.

Status:

▲ = Forecast at or better than Target

➡ = Forecast worse than Target, but recovery is possible

▼ = Forecast worse than Target, and recovery is unlikely

This scorecard has been posted on the Winning Performance section of TVA's internal Web site.

Watts Bar 2 *continued from page 1*

as operators, engineers, crafts for maintenance and modifications, instructors, technicians and other support positions needed to operate and maintain the plant. Although there are some shortages of qualified and nuclear-experienced people available in the workforce, people interested in being a part of the history-making project at Watts Bar have already begun contacting TVA recruiters.

"In addition to the increase in total payroll for permanent employees, the construction period will mean a significant boost for the area," Bhatnagar says.

For the Browns Ferry Unit 1 restart, construction payroll totaled about \$73 million annually, and TVA paid \$216 million to vendors and suppliers in Alabama in 2006 alone. Similar economic benefits are expected for the completion of Watts Bar 2.

Studies completed

The detailed scoping, estimating

and planning study found that there is less direct craft work but more engineering work to be done when compared to Browns Ferry 1 recovery, says Watts Bar 2 Vice President Masoud Bajestani.

"Some major equipment originally installed in Watts Bar Unit 2 was removed and used in Watts Bar Unit 1 or at Sequoyah Nuclear Plant. Those pieces of equipment, including four reactor-coolant pumps, six moisture-separator reheaters and three low-pressure turbines, will have to be replaced. Unit 2 will be completed to make it similar to the current design of Watts Bar 1."

Bhatnagar says one risk identified in the DSEP is the regulatory licensing process. TVA holds a construction permit with the Nuclear Regulatory Commission valid until the end of 2010.

"The process to reactivate and extend the construction permit is straightforward; however, we have to work with the NRC to establish the framework with-

in the licensing process to obtain an operating license for Unit 2."

Because the NRC's new licensing process is for advanced-design nuclear plants, Unit 2 will be licensed following the process used for licensing the existing fleet of nuclear-power plants in the United States.

"We'll apply for a low-power operating license about six months before startup and a full-power license when low-power testing is complete," Bhatnagar says.

TVA is a member of the NuStart consortium that is

preparing to submit a license application for an advanced-design nuclear plant at Bellefonte. Although no decision has been made to construct a new plant at Bellefonte, the application is expected to be submitted late this fall.

Following a brief discussion of the benefits of the possible completion and operation of Unit 2 during TVA Director Skila Harris's recent tour of Watts Bar, Shift Manager Greg Evans summed it all up with three words, "It's all good!" — TERRY JOHNSON

Watts Bar 2 — by the numbers

- **2.49 billion** — Projected dollar cost to complete Watts Bar Unit 2
- **5 years** — completion schedule
- **4** — Number of studies evaluating Watts Bar 2
- **1,180** — Megawatts of added capacity
- **650,000+** — Homes in the Tennessee Valley Watts Bar 2 can power
- **0** — Tons of carbon-dioxide emissions from Watts Bar 2 operation
- **271** — Increase in number of employees for 2-unit operation
- **1.7 billion** — Dollar cost of Watts Bar 2 to date
- **6.9 billion** — Dollar cost of Watts Bar 1 construction
- **1996** — Year when Watts Bar 1 began operation
- **60** — Percent completion status estimated for Watts Bar 2
- **2,500** — Approximate number of temporary construction jobs for Watts Bar 2

TVA names Kimberly Scheibe Greene as chief financial officer

Kimberly (Kim) Scheibe Greene has been named chief financial officer and executive vice president of financial services, effective Sept. 4. Greene joins TVA from Southern Company, where she is senior vice president of finance and treasurer.

Greene will report to TVA President & Chief Executive Officer Tom Kilgore. She will be responsible for all TVA financial functions, including treasury, accounting, risk management, financial planning and investor relations.



Kim Greene

She will be based in Knoxville.

In her current role, Greene directs financial planning and analysis, enterprise risk management, capital markets and leasing, treasury and investor relations for Southern Co. Services. She is a native of Knoxville.

Greene joined Southern Co. Services in 1991 as a mechanical engineer and progressed through various areas of engineering, including fossil and hydro, combustion turbine and nuclear design. In 1994, she moved to Southern Energy Inc., now Mirant. While there, she was responsible for Mirant's south region asset management and coordination of transmission

system loads with adjoining utilities, including TVA.

In 2002, Greene moved to Southern Co. Generation & Energy Marketing as director of portfolio management responsible for trading strategies and long-term resource plans. She was named treasurer of Southern Co. Services in 2003. Southern Co. is based in Atlanta and is one of the nation's largest investor-owned utilities.

Kilgore and TVA Chairman Bill Sansom voiced appreciation for John Hoskins, who has served as interim chief financial officer and executive vice president since November 2006. Hoskins will continue as senior vice president of finance and treasurer.

ACROSS TVA



Family fun at Browns Ferry celebration

From left, mandolin player Jenni Gardner, Bradley Walker and guitar player Dustin Benson perform at the "Family First" celebration at Browns Ferry Nuclear Plant July 20. More than 2,000 employees, family members and friends took part in the festivities onsite despite an early thunderstorm during opening remarks. "This celebration is for you, the Browns Ferry family," said Site Vice President Brian O'Grady. "What you have accomplished with the restart of Unit 1 shows your dedication to TVA and the pride you have in your work here at Browns Ferry." Nashville recording artists Bradley Walker & Friends highlighted the musical showcase. Walker is a Stone & Webster contractor at Browns Ferry. Other performers included plant employees Dena Wilson, DeWayne Fowler, Robert Barnes, Danny Newton and Theresa Westmoreland. "The celebration was a time for us to relax, reflect on success and look forward to challenges of operating a three-reactor site," said O'Grady. "This event is something we want to continue to do annually as a Safety Day site celebration. We want to continue our constant push to improve safety here at Browns Ferry and throughout TVA."

Cooper to chair 2007 Chattanooga Area CFC

Marci Cooper will chair the 2007 Greater Chattanooga Area Combined Federal Campaign, which gives federal employees an opportunity to contribute to charitable, health and human-service organizations.

Cooper is senior vice president of Fossil Engineering & Technical Services and acting manager for resource planning and system forecasting.

She also served as chair of the 2006 campaign.

This year's Chattanooga CFC kickoff is scheduled for Sept. 12, with federal agencies scheduled to complete their campaigns in November. As chair, Cooper will oversee the 20-county Greater Chattanooga CFC, which spans parts of East Tennessee and parts of Alabama and Georgia.

Cooper will again be assisted with the campaign by other federal agencies in the Chattanooga area. Federal employees working with Cooper include TVA Power System Operations employee **Gail Satterfield** as campaign manager; U.S. Postal Service employee Randy Bowen as chair of his agency's campaign; and TVA Administrative Services employee **Steve Saunders** as chair of the Greater Chattanooga CFC Board.

The 2006 Chattanooga Area CFC exceeded its goal of \$1.2 million by raising more than \$1.4 million for local and national charitable agencies.

Chattanooga-area federal employees earned recognition in 2005 as having one of the highest percentage dollar increases for campaigns of more than \$1 million. They also have been honored several times in recent years for having the highest average gift per person for campaigns raising \$1 million to \$2 million worldwide.



Marci Cooper



Gail Satterfield



Steve Saunders

Candidates announced for TVARS Board election

Eight employees are running for the TVA Retirement System Board term that will begin Nov. 1. The term will run through Oct. 31, 2010.

Retirement Services will mail election ballots and candidate information to TVARS members Aug. 16.

To vote, members can call the Election Line, which will be open 24 hours a day Aug. 17-31. An Election Help Line (865-632-6357) and a TTY Election Line (865-632-7576) will be available from 8 a.m.-4:45 p.m. EDT during the election period.

The election will close at 4:45 p.m. EDT Aug. 31. If no candidate receives a majority of votes, a runoff election will be conducted.

The candidates are listed below, followed by their job title, organization and work location:

Les Bays — systems engineer, Fossil Power Group, John Sevier Fossil Plant

Eric Davis — senior financial analyst, Chief Financial Office, Treasury, Knoxville

Glenn Henry — mechanical engineer-design, Nuclear, Site Engineering, Browns Ferry Nuclear Plant

Spencer Jones — retirement specialist, Retirement Services, Knoxville

David Schultz — assistant unit operator, Fossil Power Group/Operations, Kingston Fossil Plant

Tony Troyani — senior instrument mechanic foreman, Fossil Power Group, Cumberland Fossil Plant

Gary Watson — program manager, Employee Benefits Strategy & Performance, Human Resources Employee Benefits, Knoxville

Tim Wilkey — hydro technician IV, River Operations, Cherokee Hydro Plant

More detailed information on the candidates is available on official bulletin boards and the TVARS Web site at www.tvvars.com. In addition, campaign statements submitted by the candidates are posted on the TVARS Web site and will be updated weekly throughout the election for candidates who submit an update.

For members who do not have access to the Web site, all versions of the campaign statements will be posted on official bulletin boards beginning Aug. 17.

It is TVA's policy that candidates and employees are not to use official TVA resources to solicit votes. This includes bulletin boards, electronic mail, interoffice mail, copier equipment and fax machines.

TVARS and TVA approve rule change for Supplemental Benefit

The TVA Retirement System Board and TVA have approved a change to the TVARS rules governing eligibility for the TVARS Supplemental Benefit.

The change will affect employees receiving an involuntary reduction in force (RIF) on or after Jan. 1, 2009, if they are at least actual age 50 at the time of the RIF.

This rule change addresses a concern many employees have expressed to TVA and to the TVARS Board members.

The rule change will allow employees who receive an involuntary RIF and who have at least 10 years of actual TVARS service and are at least actual age 50 to receive the Supplemental Benefit beginning at actual age 55.

Before this change, employees terminating after Dec. 31, 2008, for any reason were required to be at least actual age 55 with at least 10 years of actual TVARS service in order to meet the eligibility requirements for this benefit. This

change was made to alleviate some concerns regarding the age-eligibility criteria for this benefit changing from actual age 50 to actual age 55 on Jan. 1, 2009.

More information about this change and general information on the Supplemental Benefit can be found on the TVARS Web site at www.tvvars.com. Employees who have questions can call or e-mail Retirement Services (phone: 632-3200, 1-800-824-3870-ext. 3200 or the TTY line at 632-7576; e-mail: retsvcs@tva.gov).

INSIDER

Trading places creates new skills, new awareness

Have you ever wondered what it would be like to take a walk in a co-worker's shoes? To literally trade positions and live another person's daily job experience? And what if this experience could give you better — or even new — skills?

This is the concept behind TVA's rotational assignments, and it was a valuable experience for Facilities Management's Rick Eason, senior manager of Facilities Planning, Design & Projects in Chattanooga, and Karen Henry, senior manager of Operations & Maintenance in Knoxville.

Eason admits he had mixed reactions about participating in a rotational assignment.

"I was excited about the idea of a rotational assignment," he says. "But I also knew I had work under way at my current job that needed to be completed."

Eason and Henry traded jobs for six months, and although they are partial to their own jobs, they agree the swap was a positive learning experience.

"The swap opened my eyes to the daily issues Karen has to face," says Eason. "The job required more traveling, which could get hectic at times, but it gave me a greater appreciation for what Karen does."

Henry says this process made her realize that each job is important.

"I gained an appreciation for what everyone is doing and realized there are good, hard-working people in every department," she says. "My biggest challenge in Facilities Planning was making it around to see the different projects, and I still didn't make it to all of them."

Eason and Henry say they would do this again.

"TVA is always looking to develop new leaders," Eason says. "Rotational assignments are a great way to do so."

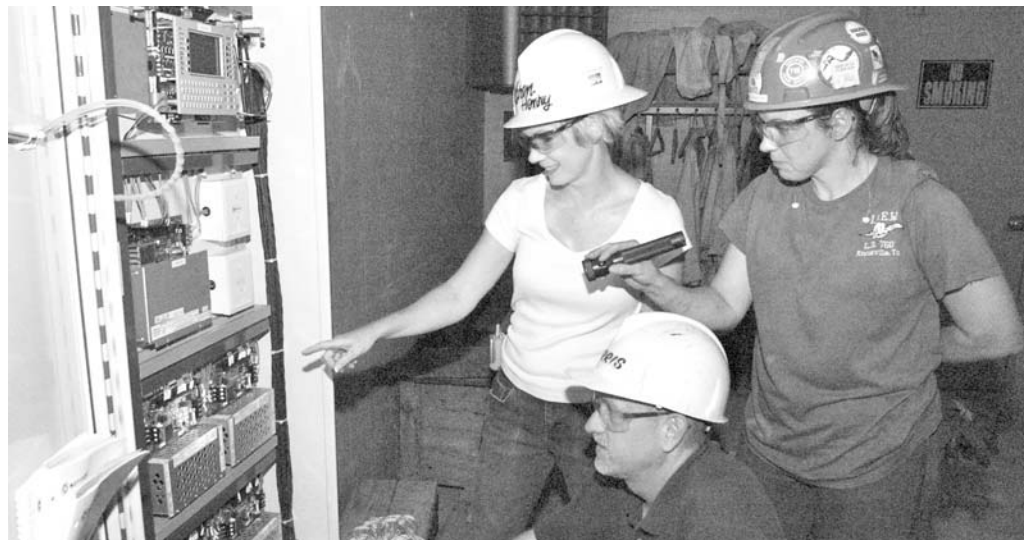
Both say it was a change of pace and a great way to meet new people, and their fellow co-workers were welcoming.

"I brought back from the swap a greater sense of teamwork and a desire to implement more coordination into my own department," says Eason.

They agree that TVA and its employees would benefit from more rotational assignments.

"If more employees participated in rotational assignments, they would understand how every job contributes to what goes on at TVA," says Henry. "We all have to depend on each other, and it takes everyone doing their job in order for TVA to be successful."

—ASHLEY CHASTAIN



Karen Henry (left), Craig Morris and GUBMK electrician Amy Johnson check out the electrical panel for the fire-protection system, which is part of the Hydro Life Safety Project at Melton Hill Hydro Plant.



Property Maintenance Worker Bobby McDowell (left) shows Rick Eason the trenching for the underground electrical lines for the new campsites at Melton Hill.

people, plaudits and promotions

Gordon Arent has joined TVA's Nuclear Generation Development & Construction as manager of New Generation Licensing. In this newly created position, Arent will report directly to **Ashok Bhatnagar**, senior vice president of Nuclear Generation Development & Construction. He will be responsible for licensing activities for Watts Bar Unit 2 and will provide licensing oversight and support for the joint TVA and NuStart project at Bellefonte. Arent comes to TVA from Nuclear Management Co.'s Palisades Nuclear Plant. His experience includes developing strategic business plans, managing performance-improvement programs and overseeing regulatory affairs matters for Kewaunee and Point Beach Nuclear stations. In addition, he was responsible for contract administration, procurement engineering and warehouse material-handling functions. Before working with NMC, Arent was the Regulatory Affairs and Regulatory Projects manager for American Electric Power, where he provided management oversight for the development of standard technical specifications, license renewal and power uprate. Arent began his career at D.C. Cook Nuclear Plant, where he obtained and held a senior reactor operator license. He holds bachelor of science degrees in business administration and applied science, as well as a master of business administration degree.



Gordon Arent

Amy Bunton, general manager of Business & Community Resources, was elected president of Business Retention & Expansion International at the group's recent annual conference. Bunton oversees TVA's efforts to provide prod-



Amy Bunton



Denise Watts

ucts and services that help communities and companies prosper and grow in the seven-state Tennessee Valley region. She has been active in BREI for seven years. In addition, **Denise Watts**, senior program manager in Economic Development's Business & Community Development organization, has received certification in the development and use of effective business retention and expansion programs from BREI. BREI is a nonprofit professional association of economic-development professionals working to advance business retention and expansion as an economic-development strategy for communities.

Randy DeHart, principal engineer at Shawnee Fossil Plant, recently passed the professional engineer exam in Kentucky and will be registered as a Professional Engineer. DeHart is a 2000 graduate of Murray State University. He earned a master's in business administration in 2006.



Randy DeHart

Transmission Line Construction Services Manager **Bob Harris** of Electric System Projects has been promoted to the rank of brigadier general in the Tennessee Army National Guard. Harris, a Desert Storm veteran, has some 32 years of service. He recently returned from serving in Operation Iraqi Freedom III with the 194th Engineer Brigade (Theater Army), headquartered in Jackson. In January 2006, the 194th Engineer Brigade (Theater Army) was redesignated the 194th Engineer Brigade. While serving in Iraq, Harris kept his TVA colleagues informed of his activities through photos and e-mails, some of which are posted on TVA's Support Our Troops site.



Bob Harris

Butch Massey, general manager for TVA Customer Service and Economic Development in Alabama, has received the 2007 Electric Cities of Alabama Public Service Award from the Electric Cities of Alabama, a coalition comprised of the state's municipally owned electric utilities. The award recognizes individuals who have demonstrated outstanding dedication and contribution to the success of ECA and its membership. As general manager, Massey serves as the primary point of contact for information and services TVA provides to Alabama distributor customers. He has been with TVA 26 years. Alabama's "electric cities" span from the Tennessee Valley region in the north to the Gulf and Wiregrass regions in the south. They serve about one million customers in 36 cities.



Butch Massey

Chandler Russ, TVA Economic Development project manager for Mississippi, has been elected vice president, Economic Development, for the Mississippi Economic Development Council Board. The council is the association of economic-development and chamber of commerce professionals from across the state. MEDC members work closely with state and local government officials to improve the state's competitiveness in the pursuit of new jobs. Programs are sponsored to educate community leaders about the mechanics of economic and industrial development. MEDC encourages professionalism among its members through carefully planned meetings and by awarding scholarships for courses in economic development.



Chandler Russ